

Understanding Continuous Improvement: Goals, Objectives, Strategies and Activities

Rationale: The development of goals and objectives to be obtained through strategies and activities is an essential component of executing a continuous improvement plan. In short, the Needs Assessment completed during Phase II expresses the school or district's CURRENT STATE, while goals, objectives, strategies and activities should succinctly plot the school or district's course to their DESIRED STATE. Here are the operational definitions of each:

Goal: Long-term target based on Kentucky Board of Education Goals. Schools may supplement with individual or district goals.

Objective: Short-term target to be attained by the end of the current school year.

Strategy: Research-based approach based on the 6 Key Core Work Processes designed to systematically address the process, practice or condition that the school/district will focus its efforts upon in order to reach its goals/objectives.

Activity: The actionable steps used to deploy the chosen strategy.

Key Core Work Processes: A series of processes that involve the majority of an organization's workforce and relate to its core competencies. These are the factors that determine an organization's success and help it prioritize areas for growth.

Guidelines for Building an Improvement Plan

- There are 5 required District Goals: Proficiency, Gap, Graduation rate, Growth, and Transition readiness.
- There are 4 required school-level goals:
For elementary/middle school: Proficiency, Gap, Growth, and Transition readiness.
For high school: Proficiency, Gap, Graduation rate, and Transition readiness.
- There can be multiple objectives for each goal.
- There can be multiple strategies for each objective.
- There can be multiple activities for each strategy.

1: Proficiency

State your **Proficiency Goal**

| Goal 1: By 2018, 63.3% of students will score proficient in Reading and Math. | | | | | |
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| <p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment | | <p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities | | <p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p> | |
| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
| <p>Objective 1: Quality Instruction - Teachers will become proficient at using research-based strategies to improve student achievement – Reading increase from 54.8 to 68.2 Math increase from 44.3 to 58.4.</p> | <p>KCWP 2: Design and Deliver Instruction</p> | <p>Professional Learning / Professional Development - The Academic Coach will collaborate with classroom teachers and model lessons in order to build capacity in best practices</p> | <p>Rating of Accomplished and Exemplary on Charlotte Danielson Framework for Teaching Walk Through Instrument</p> | <p>Ongoing 5X Plan 45 day 90 day 135 day 180 day</p> | <p>No Funding Required</p> |
| | | <p>Goal setting - Teachers will conference with their students to set achievement goals.</p> | <p>Incorporated in Lesson Plans Goal Setting Samples that reflect student achievement</p> | <p>Ongoing 5X Plan 45 day 90 day 135 day 180 day</p> | <p>No Funding Required</p> |
| | | <p>Implement formal and informal processes that teachers and students utilize to gather evidence to directly improve the learning of students assessed.</p> | <p>Increased student growth on data checks</p> | <p>Ongoing 5X Plan 45 day 90 day 135 day 180 day</p> | <p>No Funding Required</p> |
| | <p>KCWP 1: Design and Deliver Standards</p> | <p>Curriculum Specialist, Academic Coach, and Principal will facilitate weekly PLC meeting to include weekly cycles that address Standards, Engagement Strategies, Assessment, and Data Collection and Analyses.</p> | <p>Lesson Plans</p> | <p>Ongoing 5X Plan 45 day 90 day 135 day</p> | |

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| Goal 1: By 2018, 63.3% of students will score proficient in Reading and Math. | | | | | |
| | | | | 180 day | |
| | KCWP 6: Establishing Learning Culture and Environment | PBIS - Teachers create a classroom environment to support rewards and incentives, build relationships, and facilitate early intervention in order to increase desirable behaviors during instruction. | Rating of Accomplished and Exemplary on Charlotte Danielson Framework for Teaching Walk Through Instrument | Ongoing 5X Plan 45 day 90 day 135 day 180 day | SBDM |
| | | Increasing rigor through technology - Professional development on instructional strategies which increase the level of rigor for all students through the use of technology will be provided to support learning. | Rating of Accomplished and Exemplary on Charlotte Danielson Framework for Teaching Walk Through Instrument | Ongoing 5X Plan 45 day 90 day 135 day 180 day | No Funding Required |
| Objective 2: | | | | | |
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2: Gap

State your **Gap Goal**

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| Goal 2: By 2018, 57.4% of non-duplicated Gap students will score proficient in Reading and Math. | | |
| Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> | Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i> | Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities. |
| <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy | <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities | |

Goal 2: By 2018, 57.4% of non-duplicated Gap students will score proficient in Reading and Math.

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| <ul style="list-style-type: none"> KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment | <ul style="list-style-type: none"> KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities | |
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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
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| Objective 1: Identify GAP students and monitor their progress towards proficiency using formative assessments. Reading increase from 67.2 to 72.1 Math increase from 37.8 to 58.1 | KCWP 3: Design and Deliver Assessment Literacy | Math Inventory / Reading Inventory - The teachers will learn how to use all the resources and reports from Math Inventory and Reading Inventory data to plan instruction for differentiation and to monitor growth | Growth in Quantile and Lexile scores | Ongoing 5X Plan 45 day 90 day 135 day 180 day | Grant Funded |
| | | Create formative and summative assessments that are aligned to the standards. | Growth in Quantile and Lexile scores | Ongoing 5X Plan 45 day 90 day 135 day 180 day | No Funding Required |
| | | Develop a tracking system for monitoring of student achievement progress by learning target and by standard. | Growth in Quantile and Lexile scores | Ongoing 5X Plan 45 day 90 day 135 day 180 day | No Funding Required |
| | KCWP 4: Review, Analyze and Apply Data | Develop a clearly defined RtI school-wide process with checklists and documentation tools, including such information as service frequency, intervention programs/strategies, SMART goal measurement, and progress monitoring checks. | Increase in percentiles as measured by progress monitoring data collected Bimonthly for Tier 2 and Weekly for Tier 3 | Ongoing 5X Plan 45 day 90 day 135 day 180 day | No Funding Required |
| | | Develop and deploy a PLC protocol with an effective cyclical process for standards deconstruction, designing of assessment measures, resource sharing and collaborative lesson creation, and analysis of data. | | | |
| | KCWP 6: Establishing Learning Culture and Environment | Student Led Conferences - Students will have an opportunity at least twice a school year to participate in a conference that is led by them to | Growth in Quantile and Lexile scores | Ongoing 5X Plan 45 day | |

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| Goal 2: By 2018, 57.4% of non-duplicated Gap students will score proficient in Reading and Math. | | | | | |
| | | communicate to their family, teacher, mentor, and peers their specific levels of achievement and areas for growth. | | 90 day 135 day 180 day | No Funding Required |
| | | Ensure the expectations of students are clearly defined, and that group norms have been established within the classroom. | Reduction of behavior referrals | | |
| Objective 2: | | | | | |
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3: Graduation rate

State your **Graduation rate** Goal

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| Goal 3: | | | | | |
| <p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment | | <p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities | | <p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p> | |
| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |

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| Goal 3: | | | | | |
| Objective 1: | | | | | |
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| Objective 2: | | | | | |
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4: Growth

State your **Growth** Goal

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| <p>Goal 4: South Christian Elementary Growth Goal is to reduce the average combined reading and math novice group by 10% for all students in the non-duplicated gap group from 30.7% in 2017 to 27.62% in 2018 school year.</p> | | |
| <p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> • KCWP 1: Design and Deploy Standards • KCWP 2: Design and Deliver Instruction • KCWP 3: Design and Deliver Assessment Literacy • KCWP 4: Review, Analyze and Apply Data • KCWP 5: Design, Align and Deliver Support • KCWP 6: Establishing Learning Culture and Environment | <p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> • KCWP1: Design and Deploy Standards - Continuous Improvement Activities • KCWP2: Design and Deliver Instruction - Continuous Improvement Activities • KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities • KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities • KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities | <p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p> |

Goal 4:
 South Christian Elementary Growth Goal is to reduce the average combined reading and math novice group by 10% for all students in the non-duplicated gap group from 30.7% in 2017 to 27.62% in 2018 school year.

| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
|--|---|--|--------------------------------------|---|---------------------|
| | | <ul style="list-style-type: none"> KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities | | | |
| Objective 1: Identify Novice students and monitor their progress using formative assessment. Reading reduce novice from 27.9 to 17.9 Math reduce novice from 23.2 to 13.2 | KCWP 2: Design and Deliver Instruction | Math Inventory / Reading Inventory - The teachers will learn how to use all the resources and reports from Math Inventory and Reading Inventory data to plan instruction for differentiation and to monitor growth | Growth in Quantile and Lexile scores | Ongoing 5XPlan 45 day 90 day 135 day 180 day | Grant Funded |
| | KCWP 5: Design, Align and Deliver Support | Response To Intervention - Outlying students who are not meeting the standard level of proficiency will be involved in Tier 2 strategic and/ or Tier 3 intensive supplemental instruction | | | |
| | KCWP 4: Review, Analyze and Apply Data | Student Led Conferences - Students will have an opportunity at least twice a school year to participate in a conference that is led by them to communicate to their family, teacher, mentor, and peers their specific levels of achievement and areas for growth | Growth in Quantile and Lexile scores | Ongoing 5X Plan 45 day 90 day 135 day 180 day | No Funding Required |
| Objective 2: | | | | | |
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5: Transition readiness

State your **Transition readiness** Goal

Goal 5:
 80% of 5th grade students will meet the benchmark for Transition Readiness as set by KDE by 2019.

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| Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i> | Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i> | Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities. |
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- [KCWP1: Design and Deploy Standards - Continuous Improvement Activities](#)

Goal 5:
80% of 5th grade students will meet the benchmark for Transition Readiness as set by KDE by 2019.

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| <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment | <ul style="list-style-type: none"> KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities | |
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| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
|--|---|--|--|---|---------------------|
| Objective 1: Monitor, intervene, and extend 5 th grade students' learning in the area of reading and math through ongoing formative assessment. Increase 5 th Grade Reading Proficient and Distinguished students from 52.1 to 68.2 Increase 5 th Grade Math Proficient and Distinguished students from 31.9 to 58.4 | KCWP 1: Design and Deploy Standards | College/career readiness - Students will have opportunities to increase real world opportunities through writing, arts and humanities, practical living and other college/career programs. | Student completing Individual Learning Plans successfully | Ongoing 5X Plan 45 day 90 day 135 day 180 day | No Funding Required |
| | | Review and conduct cyclic curriculum reviews/checks within the PLC. | Teacher applying successful strategies within their classroom | | |
| | KCWP 2: Design and Deliver Instruction | Establish communication protocols for parents/guardians regarding placement and progress in intervention support systems. | All parents will have at least 2 communication throughout the school year | Ongoing 5X Plan 45 day 90 day 135 day 180 day | |
| | KCWP 6: Establishing Learning Culture and Environment | Ensure the expectations of students are clearly defined, and that group norms have been established within the classroom. | Conduct classroom walkthrough utilizing Charlotte Danielson Framework for Teaching | Ongoing 5X Plan 45 day 90 day 135 day 180 day | No Funding Required |
| Objective 2: | | | | | |
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6: Other (optional)

State your **Other Goal** (optional)

| Goal 6: | | | | | |
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| <p>Which Strategy will the school/district use to address this goal? <i>(The Strategy can be based upon the six Key Core Work Processes listed below or another research-based approach. Provide justification and/or attach evidence for why the strategy was chosen.)</i></p> <ul style="list-style-type: none"> KCWP 1: Design and Deploy Standards KCWP 2: Design and Deliver Instruction KCWP 3: Design and Deliver Assessment Literacy KCWP 4: Review, Analyze and Apply Data KCWP 5: Design, Align and Deliver Support KCWP 6: Establishing Learning Culture and Environment | | <p>Which Activities will the school/district deploy based on the strategy or strategies chosen? <i>(The links to the Key Core Work Processes activity bank below may be a helpful resource. Provide a brief explanation or justification for the activity.)</i></p> <ul style="list-style-type: none"> KCWP1: Design and Deploy Standards - Continuous Improvement Activities KCWP2: Design and Deliver Instruction - Continuous Improvement Activities KCWP3: Design and Deliver Assessment Literacy - Continuous Improvement Activities KCWP4: Review, Analyze and Apply Data - Continuous Improvement Activities KCWP5: Design, Align and Deliver Support - Continuous Improvement Activities KCWP6: Establishing Learning Culture and Environment - Continuous Improvement Activities | | <p>Identify the timeline for the activity or activities, the person(s) responsible for ensuring the fidelity of the activity or activities, and necessary funding to execute the activity or activities.</p> | |
| Objective | Strategy | Activities to deploy strategy | Measure of Success | Progress Monitoring Date & Notes | Funding |
| Objective 1: | | | | | |
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| Objective 2: | | | | | |
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